Connecting Nova Scotians to Higher-Value Jobs

Labour and Advanced Education

Three-Year Strategic Framework 2013–2016

NOVA SCOTIA

Purpose

Connecting Nova Scotians to higher-value jobs

Mission

The Department of Labour and Advanced Education will work to ensure that all Nova Scotians believe their future is here, with each person confident in their abilities to prosper. We will do this by maximizing our capacity to have more people learning, more people working (and working safely), and more sustainable businesses in our province.

Vision

The Department of Labour and Advanced Education will foster Nova Scotians' belief in a bigger future – knowing where the jobs are now and into the future – building the skills to access those jobs, and working to their highest potential in safe, productive, and inclusive workplaces.

Strategy

More people building their futures in Nova Scotia

The three-year strategy for the Department of Labour and Advanced Education will result in more people building their futures in Nova Scotia. This will be realized by fully aligning our efforts with clear and measurable investment in education, training, and skills to directly support the prosperity of the province, where people will find good, sustainable jobs and are empowered to create new businesses that are the foundation for a bright future.

Strategic Collaboration

The Department of Labour and Advanced Education's will succeed in fulfilling its mandate by having the branches work together to identify opportunities to advance priorities, by working co-operatively with government departments that have shared goals and priorities, and by listening to our stakeholders.

Safety is everyone's responsibility, and the Workplace Safety Strategy lays out a vision to make Nova Scotia the safest place to work in Canada. As a partner with the Workers' Compensation Board, we will work hard to advance the priorities across the province, and as a department, we will also look for ways to incorporate safe work practices across all of our branches and with our stakeholders.

The Workplace Safety Strategy includes the following strategic goals:

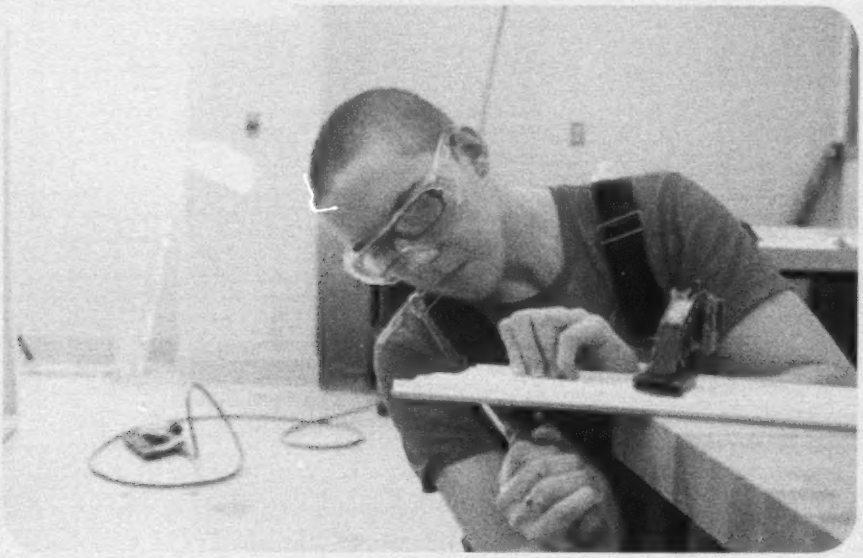
- *Nova Scotia workplace safety performance will be among the best in Canada.*
- *Leaders at all levels and across all sectors will demonstrate a commitment to, and be accountable for, safety in Nova Scotia workplaces.*
- *The safety culture in Nova Scotia will continuously improve and evolve.*
- *All workplaces will have access to, and use, the services and resources they need to assist them in achieving competency in workplace safety and improving their safety performance.*

Nova Scotia continues to attract world-class businesses and create new opportunities for innovative research. To ensure that Nova Scotians know and are prepared to be a part of these opportunities, we partnered with Economic and Rural Development and Tourism to create Nova

Scotia's Workforce Strategy. This strategy aims to enable programs and services that connect Nova Scotians to learning and opportunities in the provinces' growth sectors, promotes the skilled trade occupations, and creates the environment to build a skilled workforce across the province through three pillars:

- *Support to learning and skills development in the workplace*
- *Helping Nova Scotians connect with good jobs*
- *Growing the workforce in numbers and skills*

Attracting newcomers to this province is a critical part of developing the workforce in Nova Scotia. Labour and Advanced Education will continue to work closely with our Office of Immigration partners and Immigration stakeholders to respond to the changing workforce in Nova Scotia with priorities that focus on growing successful communities and providing immigrants with the support they need to make Nova Scotia their new home. The department will look for opportunities to support ongoing implementation of the Immigration Strategy, Welcome Home to Nova Scotia, with a particular focus on building a welcoming and inclusive work environment to better attract and retain workers.



Under the auspices of these strategies, we have focused our three-year strategic plan on the following interconnected and progressive directions. The strategic priorities that follow will inform the focus of efforts and the allocation of resources.

Strategic Directions

Educate

- *Build a more responsive system of learning and training through partnerships with businesses, labour, institutions, and service providers, preparing Nova Scotians for a prosperous future.*

Invest

- *Invest in the required skills and knowledge to build the workforce we need now and in the future.*

Safeguard

- *Make a safe, fair, and equitable work environment a priority for all employers and employees.*

Grow

- *Better meet labour market demands by retaining our youth, engaging underrepresented groups, repatriating skilled Atlantic Canadians, and attracting newcomers.*

Inform

- *Provide ease of navigation and access to enable Nova Scotians to get information about programs, services, and offerings.*

Account

- *Improve investment outcomes through informed decision making and accountability measurement and evaluation.*

Strategic Priorities

Educate

Build a more responsive system of learning and training through partnerships with businesses, labour, institutions and service providers, preparing Nova Scotians for a prosperous future.

- *In collaboration with our learning partners, create an environment that promotes lifelong learning and supports the development of the necessary skills and aptitudes to be competitive in both local and global labour markets.*

- *Develop quality programs where there is a shared responsibility of the business community and government to target employment readiness and encourage increased employer investment in skills training.*

- *Work with employers and educational institutions to create and offer a work experience component that will increase informed career decision making by students.*

Invest

Invest in the required skills and knowledge to build the workforce we need now and in the future.

- *Transform the organization and delivery of career services so that all Nova Scotians are able to manage their careers.*

- *Make available to all Nova Scotians timely and relevant information that clearly identifies what jobs will be in demand, what skills are needed for those jobs, and how to identify training opportunities.*

- *Target programs and funding for Nova Scotia's underrepresented groups to increase their opportunities for employment.*

- *Embrace technology to help improve access to education, training, employment, and entrepreneurship opportunities for all Nova Scotians.*

- *Develop co-operative working arrangements with other Atlantic provinces to build a skilled and mobile workforce for the region.*

Protect

Make a safe, fair, and equitable work environment a priority for all employers and employees.

- *Promote a culture of safety through a collaborative working relationship with all partners to enhance workplace, building, fire, and technical safety throughout Nova Scotia.*

- *Improve overall enforcement and compliance practices, including balancing the need for education and awareness.*

- *Advance a flexible, risk-managed, and results-based legislative framework to ensure that minimum regulated safety standards are achieved or exceeded.*

- *Improve and modernize policies and processes under the responsibility of the Office of the Fire Marshal.*

- *Identify and advance opportunities to improve and modernize policies and programs to ensure that all workers understand their rights and responsibilities under the Labour Standards Code.*

- *In collaboration with employers, employees, actuaries, administrators, and the federal government, develop a sustainable framework for private pension plans in Nova Scotia.*

Grow

Better meet labour market demands by retaining our youth, engaging underrepresented groups, repatriating skilled Atlantic Canadians, and attracting newcomers.

- *Undertake an awareness campaign aimed at Nova Scotian students to promote knowledge of future job and career opportunities that exist in the province.*
- *Be the education choice for international students, and enhance their options for staying in Nova Scotia post-graduation to contribute to a diverse population and a growing economy.*
- *Work with communities of underrepresented groups on how best to support education, training, and workforce attachment.*
- *Repatriate former Nova Scotia residents with active recruitment programs.*
- *Promote the importance of welcoming immigrants into the workforce, and market the use of the Welcoming Workplaces resources that have been developed to help employers.*

Inform

Provide ease of navigation and access to information about programs, services, and offerings.

- *Modernize the client service experience to enable better access to, and navigation of, Labour and Advanced Education policies, programs, and services.*
- *Work proactively with our partners to build and activate a shared vision for achieving the workforce we need.*
- *Promote the accessibility and viability of post-secondary education to parents and potential students.*
- *Develop innovative approaches to inform employers with information about relevant policies, programs, and services.*

Account

Improve outcomes of investments through informed decision making and accountability measurement and evaluation.

- *Build a robust monitoring and reporting system to track progress and impact.*
- *Develop a communications plan to publicly report on program investment, outcomes, and impact.*
- *Meet our obligations in implementing labour market programs funded by federal/provincial agreements.*
- *Evaluate the success of Labour and Advanced Education in implementing corporate and departmental strategies, to ensure that efforts and resources are coordinated and that appropriate adjustments are made to continue to meet objectives for successful implementation.*
- *Endeavour to make program/funding decisions and inspection outcomes publicly available.*

Labour and Advanced Education

Working to ensure that Nova Scotians believe their future is here

Nova Scotia is an inclusive province of opportunity, embracing innovation by leveraging a prepared and flexible labour force working within a safe and equitable employment culture.

In the past three years, the department has undergone significant change. Today, we have a shared purpose working as a client-focused team responsive to what Nova Scotians need to learn, grow, and excel in the workplace.

We value the opportunity to work together as a community based on integrity and responsibility. Taking time to know and understand our clients, we are empowered to provide what they truly need in order to achieve real results that will have a positive impact.

By reaching our vision, we will increase workforce attachment, promote safer working environments, and help Nova Scotians reach their employment potential. Through engaging partnerships, innovative new models, and sharing outcomes with the public, we will inspire people to see a prosperous future for themselves here in Nova Scotia.